Civilian
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Coordinated Reconstruction & Stabilization Training

for

The Civilian Response Corps

of the

United States

Integrated Training & Education Conference
Gettysburg, PA
September 23, 2008

Overview

- **Coordination**: the Training, Education, Exercises, & Experimentation Sub-PCC
- **Scope**: Reconstruction & Stabilization Interagency Training Strategy
- **Process**: the Training and Education System
- **Product**: Orientation Training for Active and Standby Members of the Corps

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Coordinating U.S. Government R&S Training

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"OK, now that we all agree, let's all go back to our desks and discuss why this won't work."

Office of the Coordinator for Reconstruction & Stabilization

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Training, Education, Exercises, and Experimentation Sub-PCC
The Training, Education, Exercises, and Experimentation Sub-PCC (TE3) was formed in 2007 as part of the NSPD-44 Sub-PCC process.

Purpose:

> *"The TE3 sub-PCC functions as a cross-cutting and supporting body to the R&S PCC and its subgroups with the aim of improving USG readiness to conduct R&S operations by maximizing the benefit of participation in training, education, exercises, and experimentation."*

Co-Chairs:
Jon Benton (S/CRS), Frank DiGiovanni (OSD-R), Pat Fn'Piere (USAID)

Interagency Sub-PCC Members:
Treasury - Commerce - ODNI - DHS - DOJ - USDA - OPM - HHS - USIP

- **Department of Defense:** OSD Stability Operations; OSD Policy Planning; OSD-Readiness; Joint Staff J-5; Joint Staff J-7; US Joint Forces Command J-5; US Joint Forces Command J-7; US Joint Forces Command J-9; US Joint Forces Command JKO; PKSOI; NDU; USMC
- **State Department:** S/CRS; HR; FSI; DS; INL; PM
- **USAID:** DCHA (OMA, OFDA, DG); GH; HR

Coordinating U.S. Government R&S Training

TE3 Sub-PCC Goals

I. To Identify the minimum training and education criteria to be met, and develop a delivery strategy for training and education content necessary for employees to be identified as meeting R&S training and education requirements.

II. To develop strategies and implementation plans for training, education, exercises, and experimentation that facilitate whole of government preparedness for R&S Operations.

III. To determine the resources (human, financial, facilities, etc.) necessary to support training and education, and provide exercises to ensure that employees are identified as meeting R&S training and education requirements.

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Scope of Interagency R&S Training

Defining the Work

- *Interagency R&S Training Strategy* approved by PCC on 15 June 2008.
- Training phases for Active*, Standby, and Reserve components of the CRC and supporting USG civilian and military personnel:
  - Orientation Training (2 weeks)
  - Annual and Specialized Training (minimum of 2 weeks):
    - General R&S
    - Specialized
    - Certification
    - Leadership
    - Planning
    - Exercises
  - Pre-deployment Training (length varies)
  - In-theater Continuity Training (as appropriate and feasible)
  - Reintegration Training (TBD)

* Active members will receive 8 weeks of training per year.

Process for Developing Training

Interagency R&S Training and Education System

- **Primary Functions**:
  - Leadership through coordination and policy advice
  - Logistics through curricula, facilities, and equipment identification
  - Support through administrative and budgetary management over personnel, finances, and requirements

- **Integrated System**:
  - Training & Education Division: operational-level body responsible for day-to-day planning and implementation
  - Interagency Training & Education Committee: deliberative body for policy and curricula issues that reports to the TE3 sub-PCC
  - Technical Assistance Committee: independent subject matter experts called upon to provide assistance

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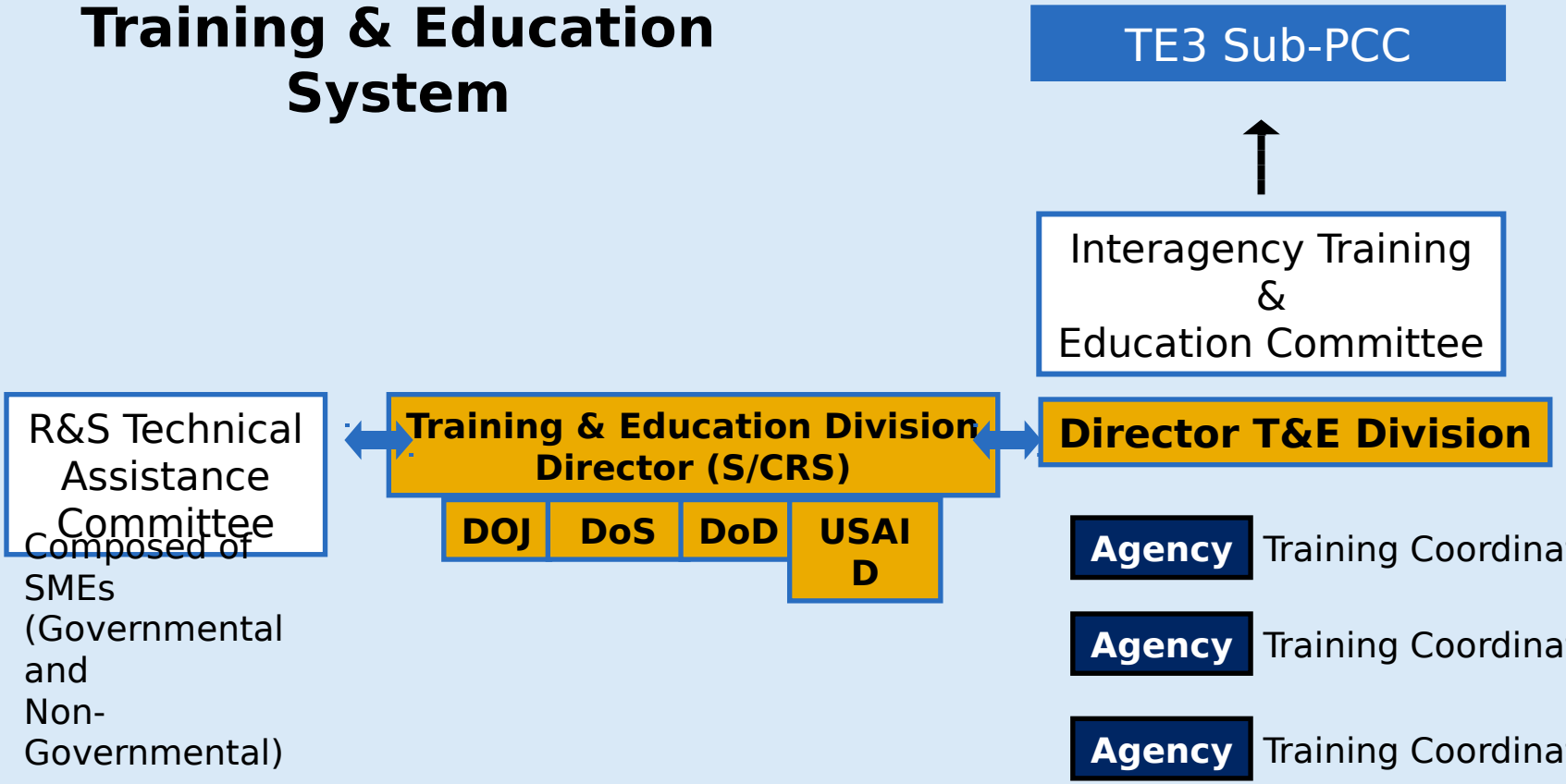
Process for Developing Training

Training & Education System



Orientation Training

Training Objectives for Active & Standby Members

- Define and demonstrate how their personal experience and expertise, along with their general and specific roles and responsibilities as an employee representing their agency are integrated within **whole of government R&S operations**
- Identify the **personal challenges** associated with working in an austere environment overseas, and demonstrate the ability to meet those challenges
- Demonstrate the requisite knowledge and ability to:
  - **Perform within the Interagency Management System** (IMS)
  - Apply R&S tools for **program management**, including the Interagency Conflict Assessment Framework (ICAF)
  - Use the **Interagency Planning Framework**
- Demonstrate **leadership, team roles, and communication skills** needed for working in an R&S operation

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Training Curriculum Objectives

R&S Principles, Authorities, and Theories

1. U.S. Involvement in R&S Operations
2. Sectoral Interactions in R&S Operations

Planning, Operations, and Management:

3. Interagency Process- Planning Framework, ICAF, Metrics, Best Practices
4. Integrating Administrative Support, Budget Management, and Logistics

Linkages to R&S Actors:

5. Roles of USG Agencies in R&S Operations
6. Understanding Military Culture, and how to Interact in R&S Operations
7. International, Regional, and Non-Governmental Organizations

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Curriculum Training Objectives

Communications in R&S Environments

Communication Methods:

8. Negotiation, Facilitation, and Mediation Tools for R&S Operations

Communication Interactions:

9. Communicating Across Cultures in R&S Operations

Communication Reporting:

10. Communicating in Cross-Disciplinary Teams in R&S Operations

Adaptive Leadership in R&S Environments

11. Adaptive Leading and Team Building in R&S Operations

Pre-Deployment Training

Hostile Environment, First Aid, Safety, Field Equipment

Corps members will be prepared to operate within a potentially hostile or austere environment

- Basic medical training
- Basic safety, security, and force protection awareness training
- Introduction to essential survival techniques, such as map reading and navigation
- Field equipment training, including communications equipment, body armor, computer equipment, etc.

Country Specific

- Prior to deployment Corps members will be familiarized with the country, mission, and environment

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